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25 April 1979

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MEMORANDUM FOR:

[REDACTED]  
NFAC Administrative Staff

SUBJECT : Comments on the NAPA Report

1. In all important respects I was very pleased with the findings and recommendation of the NAPA report. The findings are in accord with my own understanding and perception of the structure and operation of the Agency's personnel management system; the recommendations are logical and appear to be doable. I agree with the general assessment of the existing system and was particularly pleased with the points made about implementation of those changes that are desirable. The extensive involvement of line managers and a studied approach that appears to be driven by a comprehensive design rather than a series of ad hoc decisions are essential to success.

2. The report does not provide all of the detailed steps that should be taken to achieve the desired results, but it probably should not do so. It does, however, provide senior Agency managers with a valuable point of departure. The NAPA group did a first-class job and carried their fee.

[REDACTED]  
Noel E. Firth  
Director  
Imagery Analysis

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